

LEADERSHIP TEAM

The GRACE POINT Map to Servanthood

A Servant-Leadership Development Strategy

Dr. Chris Dortch, Author

This book is dedicated to my wife, Cheryl Dortch,
who has modeled a life of Christ-like servanthood.

This book is also dedicated to my friends Mike Pittman, Corey Alley,
and my fellow church planters of Church Planting NC.

LEADERSHIP TEAM: The Grace Point Map to Servanthood

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A Letter from Pastor Chris

Dear Friend,

We're not just looking for warm bodies to serve. In fact, we aren't looking to get something *from* you, we actually want something *for* you. We want you to experience and know God's blessing. We firmly believe Jesus' statement, "It's better to give than receive" (cf. Acts 20:35). In other words, you will actually be blessed when you serve! One of the blessings of serving others is that it demonstrates the character of Christ at work within us. A sure sign of spiritual maturity is when we take off the bib and put on the apron.

There are three things I know to be true about ministry roles in any church. First, there are enough roles for every person in your church to serve somewhere. Second, because leaders are all fishing from the same pond, recruiting new volunteers is not an easy task. Third, because the job has to get done, many people find themselves forced to wear more than one hat. We believe that every Grace Pointer has a ministry in the church and a mission in the world.

It is my prayer that this resource equips you for the work of ministry as you give of yourself to Kingdom-focused work. Please know that I thank God for you and your leadership. I am excited to see what God is going to do through you at Grace Point!

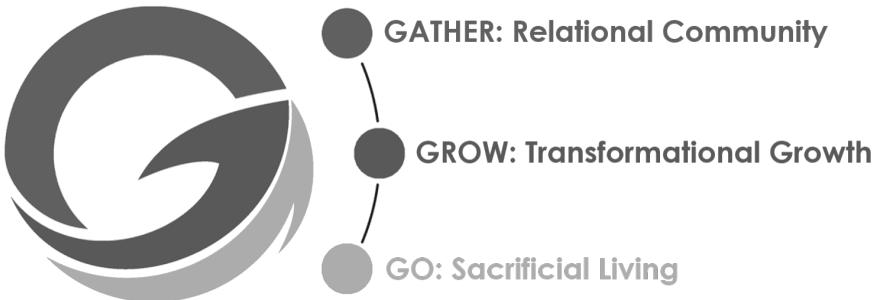
Equipping Vision Carriers!



Pastor Chris

The Grace Point Map

Understanding Our Mission and Vision



Purpose Statement (Our Mission)

"Where the Gospel Meets Life."

A church's purpose statement reminds us of our primary goal. A grace point is where the Great Commission and the Great Commandment intersect. We accomplish this mission when we covenant together as like-minded believers to fulfill the Great Commission through obedience of the Great Commandment.

Core Values Statement (Our DNA)

"We value relational community, transformational growth, and missional/sacrificial living."

A church's core values statement reveals who we are. Core values are principles that guide your thinking and behavior. They are an important reminder of what's important. They help us in our decision making and they inspire us toward action. Core values are often described as the DNA of a church. They aren't limited to a particular ministry or department, rather they can be seen in every ministry of the church.

Discipleship Strategy (Our Process)

“GATHER, GROW, and GO.”

A church's discipleship strategy is the process for making disciples and flows from their mission and core values. Grace Point's logo is made of three parts that represent GATHER, GROW, and GO (see image above). When these three are focused on the Great Commission and Great Commandment they create a “grace point.” As the logo illustrates, these three signposts flow from each other; and together they remind us of our mission. We GATHER because we value relational community. We GROW because we value transformational growth. We GO because we value missional and sacrificial living.

Vision Statement (Our Future)

“We have a vision for a place to GATHER, a network to GROW, and a people who GO.”

A church's vision statement is a glimpse of the desired future state of the church. The vision of the church should help the church more completely fulfill its mission.

Getting Started

The Process for Beginning Your Ministry

This book is designed to help you see the many ministry leadership roles of Grace Point Church and to assist you in finding your ministry in the church. If you have any questions about specific ministry roles, feel free to contact the Team Lead or talk with your SG HABITS Champion.

1. **Pray.** Begin to pray about your ministry in the church. Ask God to give you clear direction on where to serve.
2. **GU 103.** Make sure you have completed GU 103 and your personal SHAPE Profile.
3. **Sign Up.** As soon as you have some idea of where you would like to serve, you can visit the web-app at www.GracePointLKN.com and select "SIGN UP." Find the ministry team you are interested in serving and click the button to view the form. Complete and click submit. That's it. Your Team Lead will be notified and will be in touch.
4. **Small Group Support.** Meet with your SG HABITS Champion to discuss ministry opportunities and your SHAPE Profile.
5. **Meet with Team Lead.** Meet with the Team Lead of a ministry that you are most interested in serving. This is an opportunity for you to ask questions about the ministry and set up an opportunity for you to have an initial observation. Our Kids Point and Student Point ministries will require an application process that includes background checks prior to serving.

6. **Initial Observation.** Observe the ministry up close. This is an opportunity for you to observe a ministry before making a commitment.
7. **Training & Begin Ministry.** Your training will consist of five parts.
 - a. Observation. Your first week will be watching someone else (your trainer) do the job.
 - b. Tag Team. Your second week will be assisting someone (your trainer) with the ministry role.
 - c. Test Run. Your third week will be you doing all aspects of the ministry role while your trainer simply observes.
 - d. Take the Lead. Your fourth week will be your first time in the ministry role without the trainer.
 - e. Recruit. Now you're ready to start looking for new recruits and training them as well. Set a goal of recruiting at least one new person and train them within the first year of your ministry.

- My SG HABITS Champion: _____
- My Team Lead: _____
- My Trainer: _____

Ministry Profile Snapshot

What You Should Know Ahead of Time

Complete the information below from your Ministry Profile Snapshot from GU 103.

Spiritual Gifts: My top three spiritual gifts are...

1. _____
2. _____
3. _____

Heart: My top three passions are...

1. _____
2. _____
3. _____

Abilities: My top three abilities are...

1. _____
2. _____
3. _____

Personality: My Myers-Briggs Personality Type is...

--	--	--	--

Experiences:

The following experiences have helped me grow...

1. Spiritual Experience:

2. Painful Experience:

3. Educational Experience:

4. Ministry Experience:

Personal Responsibilities

What we desire of every leader at Grace Point

This book will provide you with information about each ministry role and some of the specific expectations for those roles. There are some things that we desire of every leader at Grace Point.

1. **Abiding Walk with Christ:** Strive to have a growing personal walk with Christ through personal Bible study, prayer, and meditation on things of the Lord.
2. **Minister to Your Family:** Strive to maintain proper priorities in your home. Spiritual leaders in the church should be spiritual leaders at home.
3. **Walk the Talk.** Strive to conduct yourself in a manner worthy of the calling of Christ Jesus our Lord. Model by your own life, what a Christian should be and how a Christian should act.
4. **Support the Church Leadership.** Cooperate with and give full support in the ministry plan of the church. Protect the unity of the church by refusing to gossip, acting in love toward one another, and following the pastoral leadership.
5. **Support the Church Financially.** Financially support the work of the ministry of Grace Point Church by giving faithfully. Strive to maintain wise stewardship measures over all areas of your life.
6. **Duplicate Yourself.** Ask God to use you to disciple another believer and train them for the ministry you currently lead.

Section |

CONNECTION POINT:

Serving through Hospitality

The Connection Point Team is made up of Guest Services Hosts, Safety & Security Personnel, Refreshment & Resource Specialists, and Prayer Counselors.

“Do not forget to entertain strangers, for by so doing some have unwittingly entertained angels.”

Hebrews 13:2

Connection Point Team

Guest Services Hosts

OVERVIEW

The primary role of the Guest Services Host is to make people feel a heartfelt welcome (greeted), offer helpful assistance (treated), and engage in meaningful conversation (seated). They go two steps further than simply greeting; they seek to answer questions and make connections with our first-time guests that helps them feel at home.

The first impression a person develops of a church environment and of the people who make up the church is the most important impression. *It's very difficult to shake a first impression.*

The first impression that most first-time guests have when they visit the church is not formed by the message, the music, or even the overall presentation of the church. The first impression is formed by how the person is greeted, treated, and seated by those serving on our Connection Point Team. Everyone on the Connection Point Team is a "greeter."

Most guests want to check out a church and remain anonymous. 63% of guests prefer to wait until at least the second visit to let anyone know they are visiting.

Station Locations: Parking Lot, Lobby, & Worship Center

Reports To: Guest Services Hosts Team Lead

TEAM ROLES

The Guest Services Hosts are stationed at three key locations: outside, lobby, and Worship Center. Roles marked with an asterisk* are easily multiplied as we can use more than one person in these ministry roles.

- **Guest Services Host Team Lead:** This person provides leadership to the entire Guest Services Host Team. They manage schedules, training, recruitment, setup, and teardown.
- **Outdoor Hosts*:** These hosts are positioned outside at the Connection Point Tent and the entrance doors. They are holding "Welcome! We're glad you're here." round signage. They are focused on making sure people are **greeted** with a heartfelt welcome. Outdoor Hosts focus on two things...
 1. Look for first-time guests. Those who use the Guest Parking have made it easy for you to spot them. Walk with them inside and introduce them to a Lobby Host.
 2. Look for parents with preschoolers. Have a wagon ready for the preschoolers to ride into the church in style. Learn these families and have the wagon ready for them each week.



- **Lobby Hosts***: These hosts are positioned in the lobby as people enter. They are holding Grace Point Vision brochures with car magnets to give to guests. They are focused on making sure people are **treated** well as they assist them with directions, information, Kids Point details, or any other need. Lobby Hosts focus on two things...

1. Assist first-time guests with the online Connection Card. Guests can be identified because they often have a “we’re new here” or “where am I supposed to go” look on their face.
2. Assist first-time guests with helpful information. Be ready and willing to answer questions they may have about Grace Point. Give first-time guests a quick mini-tour to help them know where things are located (e.g. restrooms, Kids Point, Worship Center, and Resource Center). Give them a vision brochure and car magnet and tell them about the web-app (i.e., GracePointLKN.com).



- **Table Hosts***: These hosts are positioned inside the Worship Center at tables. They may oversee more than one table, and their primary role is to greet people who are **seated** at their assigned table(s). Table Hosts focus on two things...
 1. Greet and introduce yourself to people who sit at one of your assigned tables. Before moving to the next table, take a moment to pray with them before the service.
 2. Follow up with people at your assigned tables after the service is over giving priority to first-time guests. People are often more relaxed after the service. If this was their first time, let them know to visit the Resource Center to pick up a first-time guest gift.



RESPONSIBILITIES OF THE GUEST SERVICES HOST

1. **Arrive On Time.** All Connection Point team members should arrive at their scheduled time for a moment of prayer, training, and begin set up. Pray for the families you will encounter.
2. **Set Up.** Set up the Connection Point Tent, table, Bluetooth speaker, and a worship playlist ready in the parking lot each Sunday. Have wagons cleaned and ready for preschoolers.
3. **20 Minute Rule.** Be ready to greet people at least 20 minutes prior to the worship service. If you identify someone whom you have not previously met, introduce yourself and ask how long they've been attending. The minutes immediately before the worship services are critical for welcoming guests.
4. **Introductions.** Introduce yourself to others. Avoid phrases like, "Is this your first time here?" Instead, ask "How long have you been attending Grace Point?"
5. **Connection Card.** When you identify a first-time guest, say something like, "[NAME], do you mind if I get your email address?" From your smart phone, go www.GracePointLKN.com and select "NEW HERE" and then "Connection Card" to fill out the information. Save a shortcut to your home screen to access this link quickly.
6. **Learn Names.** Learn the names of first-time guests and let them know that you are one of their hosts. If they have any questions, you are happy to assist them. Do your best to learn the names well enough to recognize them and address them (and their children) by name when they return.

7. **Web-App.** [Table Hosts] Make sure guests are aware of the church's web app and they can create their own profile by selecting the "My Profile" icon.
8. **Children.** [Outdoor Hosts] If guests have children, be helpful and assist them as much as possible. For example, if they have preschoolers, greet them with a wagon to take them into the building. Ask children, "Would like to ride in the wagon?" If the child says no, then say "Ok, how about I just walk you to the door?" If the child agrees, assist the child(ren) into the wagon and help buckle up the seatbelts. The host should also make sure the guests register at the children's check-in station along with the family. Make sure families with children are given a KidMin Brochure with information about our KidMin programs (e.g. Children's Worship, Children's Small Groups, family events, etc.).
9. **Quick Tour.** [Lobby Hosts] Escort our guests to the appropriate area. Open doors for guests. The hosts will help the guests get to the Kids Point Registration Area or the Worship Center. The host should make sure the guests know where the restrooms are located and any other needs they may have.
10. **Pray.** [Table Hosts] Pray with each family you host. THIS IS MISSION CRITICAL. We must discover the joy of praying for one another.
11. **Follow-Up.** At the end of every worship service, hosts should seek out the guests and say, "It was great to have you worship with us today." Then ask them, "Did you get a chance to meet our... [Lead Pastor, Associate Pastor, Worship Pastor, etc.]? Let me introduce you to _____. Take the time to be a host to our guests after the worship service. The ten minutes immediately following the worship

services are extremely important in making an effort to seek out guests and introduce them to others (e.g. pastors, small group leaders, etc.). Those few minutes following the service are great for making people feel welcome. Guests are more relaxed after the worship service and conversations are easier for them.

12. Know the Vision. As a Connection Point Team Member, you are a VISION CARRIER! People are looking to you for answers about our church and about the future of our church. We NEED YOU to carry the vision. You should know the three-part vision for our church.

- a. GATHER (Relational Community): We are praying for a place to gather.
- b. GROW (Transformational Growth): We are praying for a network of small groups through which we can grow.
- c. GO (Sacrificial Living): We are praying to be a people who take the gospel to our community and to the nations.

13. Wait 15 Minutes. Remain at your assigned post until 15 minutes after the service has started. This will ensure that late-comers are still greeted appropriately.

14. Thank You. [Outside Hosts] Outside Hosts should be back in the parking lot with the round "Thank you for coming!" signs as soon as the last song begins.

15. Take Down. Begin to take down the Connection Point Tent 15 minutes after the worship service is over. It's important to keep the tent up after the services begin and stay attentive for guests who may be running late.

16. **Second Time Guests.** We should “go above and beyond” for our “second-time” guests too. These guests are the most receptive to becoming part of our church family. Guest Services Hosts should be on the lookout for families they have previously hosted.
17. **Involvement.** Every Connection Point Team member must be an active participant in both our worship services and small groups.
18. **Absences.** Always have your responsibilities covered and find a replacement when necessary. Inform your Team Lead at your earliest opportunity when you are unable to fulfill your scheduled commitment.
19. **Don't Get Distracted.** Please remain focused on your task to identify guests. It is easy to become distracted with social conversations.
20. **Personal Prayer.** Pray each week for the guests you will encounter on Sunday.

Connection Point Team

Safety & Security Personnel

OVERVIEW

The primary role of the Safety & Security Personnel is to welcome and ensure people are safe beginning in the parking lot.

The Safety & Security Personnel are more than parking lot attendants. While they serve and assist people in parking, they have a coordinated plan to handle crisis situations and medical emergencies.

Station Location: Parking Lot, Lobby, & Worship Center

Reports To: Safety & Security Team Lead

ROLES

The Safety & Security Personnel are stationed at four key locations: parking lot, lobby, Kids Point check-in station, and Worship Center. Roles marked with an asterisk* are easily multiplied as we can use more than one person in these ministry roles.

- **Safety & Security Team Lead:** This person provides leadership to the entire Safety & Security Team. They manage schedules, training, recruitment, setup, and teardown.
- **Parking Crew*:** The Parking Crew helps people find parking. They are concerned with parking lot safety that includes traffic flow, pedestrian patterns, and monitoring vehicles during services to prevent vehicle break-ins.



- **Security*.** Always be alert of suspicious behavior. Work with your team to develop strategies for dealing with disruptive people. Security should be stationed in key areas.
- **Medical Personnel*.** This team should consist of trained medical personnel in the event of an emergency.

RESPONSIBILITIES OF THE SAFETY & SECURITY PERSONNEL

1. **Arrive On Time.** All Connection Point team members should arrive at their scheduled time for a moment of prayer, training, and begin set up. Pray for the families you will encounter.
2. **Suspicious Behavior.** Be alert and monitor suspicious behavior and coordinate safety procedures in the event of a emergency.
3. **Medical Emergencies.** Be alert for medical needs and coordinate necessary procedures in the event of a medical emergency. Identify and know all emergency personnel who attend our worship services (e.g. nurses, doctors, EMT, firefighters, police officers, etc.). Be aware of where they are sitting and ready to call upon their assistance in the event of an emergency. When handling a medical emergency, seek to de-escalate the tension and look for an opportunity to pray with others. THIS IS MISSION CRITICAL. Prayer should be a regular part of your ministry.
4. **Know the Vision.** As a Connection Point Team Member, you are a VISION CARRIER! People are looking to you for answers about our church and about the future of our church. We NEED YOU to carry the vision. You should know the three-part vision for our church.
 - a. GATHER (Relational Community): We are praying for a place to gather.
 - b. GROW (Transformational Growth): We are praying for a network of small groups through which we can grow.
 - c. GO (Sacrificial Living): We are praying to be a people who take the gospel to our community and to the nations.

5. **Parking Signage.** Change out parking lot panels from "Welcome" to "Thank you for coming!" 15 minutes after the service has begun. Signage can be taken down and placed into storage 15 minutes after the service is over.
6. **Involvement.** Every Connection Point Team member must be an active participant in both our worship services and small groups.
7. **Absences.** Always have your responsibilities covered and find a replacement when necessary. Inform your Team Lead at your earliest opportunity when you are unable to fulfill your scheduled commitment.
8. **Don't Get Distracted.** Please remain focused on your task of safety and security. It is easy to become distracted with social conversations.
9. **Personal Prayer.** Pray each week for the guests you will encounter on Sunday.



Connection Point Team

Refreshments & Resource Specialists

OVERVIEW

The primary role of the Refreshments Specialists is to create an environment where guests and attendees can relax and have conversations. The primary role of the Resource Specialists is to make sure guests, attendees, HABITS Champions, and Small Group Leaders have the resources they need. Guests should be made aware of the refreshments and resources that are available.

Station Location: Lobby (Vision: Bookstore & Café)

Reports To: Refreshment Team Lead or Resource Team Lead

TEAM ROLES

The Refreshments & Resource Specialists are stationed in the lobby. Roles marked with an asterisk* are easily multiplied as we can use more than one person in these ministry roles.

- **Refreshments Team Lead:** This person provides leadership to the Refreshments Team. They manage schedules, training, recruitment, setup, and teardown of refreshments.
- **Resource Team Lead:** This person provides leadership to Resources Team. They manage schedules, training, recruitment, setup, and teardown of resources.
- **Refreshments Specialists*:** These people are responsible for setup, operations, and teardown of the refreshments environment.

- **Resource Specialists***: These people are well-trained in knowing how to help people find discipleship resources. They make sure that guests, attendees, HABITS Champions, and Small Group Leaders all have the resources they need. SG HABITS Champions make great Resource Specialists.



RESPONSIBILITIES OF THE REFRESHMENTS & RESOURCE SPECIALISTS

1. **Arrive On Time.** All Connection Point team members should arrive at their scheduled time for a moment of prayer, training, and begin set up. Pray for the families you will encounter.
2. **Set Up Refreshments Environment.** Set up a refreshments environment including coffee and pastries each Sunday.
3. **Set Up Resources Station.** Set up a table with Grace Point resources made available.
4. **Operations.** Be equipped to answer questions about resources and accept payments for books and other resources.
5. **Pray.** Engage guests in conversation and welcome them. Look for opportunities to pray for and with others. THIS IS MISSION CRITICAL. We should see pockets of prayer as the norm in our church.
6. **Know the Vision.** As a Connection Point Team Member, you are a VISION CARRIER! People are looking to you for answers about our church and about the future of our church. We NEED YOU to carry the vision. You should know the three-part vision for our church.
 - a. GATHER (Relational Community): We are praying for a place to gather.
 - b. GROW (Transformational Growth): We are praying for a network of small groups through which we can grow.
 - c. GO (Sacrificial Living): We are praying to be a people who take the gospel to our community and to the nations.

7. **Involvement.** Every Connection Point Team member must be an active participant in both our worship services and small groups.
8. **Absences.** Always have your responsibilities covered and find a replacement when necessary. Inform your Team Lead at your earliest opportunity when you are unable to fulfill your scheduled commitment.
9. **Take Down.** Begin to take down 15 minutes after the worship service is over. It's important to keep the refreshments and resources available after the services. If you encounter first-time guests, give them a free copy of one of our sermon series books.
10. **Table Covers.** Gather the black table covers from all stations (not just those used in your area), wash them during the week, and bring them back for the next service. There are three types of table covers: rectangle table covers, round table covers, and bistro table covers.
11. **Personal Prayer.** Pray each week for the spiritual growth of the people you will encounter on Sunday.

Connection Point Team

Prayer Counselors

OVERVIEW

The primary role of the Prayer Counselors is to be available to pray for those who have expressed need. Every single person on our Connection Point Team should see themselves as a Prayer Counselor.

Station Location: Worship Center

Reports To: Prayer Counselor Team Lead

TEAM ROLES

Prayer Counselor Team Lead: This is a prayer warrior and leads others to do the same. They manage training and recruitment for creating a culture of prayer. They coordinate the team to assist during the worship service time of response.

Prayer Counselors*: Pray with people. They should have a solid understanding of how to share the gospel and help people with spiritual decisions (e.g. salvation, baptism, call to ministry, spiritual growth, personal need, etc.).



RESPONSIBILITIES OF A PRAYER COUNSELOR

1. **Arrive On Time.** All Connection Point team members should arrive at their scheduled time for a moment of prayer, training, and begin set up. Pray for the families you will encounter.
2. **Create a Culture of Prayer.** We should see pockets of prayer on a regular basis within our church. Prayer Counselors should be proactive in praying over the needs of others. Don't just pray for people, pray with them. A Sunday should never go by without praying with others.
3. **Time of Response.** Prayer Counselors should be available during worship services and pray for those who come to the altar for prayer.

Section 2

WORSHIP TEAM:

Serving through the Arts

The Worship Team is made up of
the Worship Band and Production Crew.

"Speaking to one another in psalms and hymns and spiritual songs,
singing and making melody in your heart to the Lord."

Ephesians 5:19

Worship Team

Worship Band

OVERVIEW

The primary role of the Worship Band is to lead the congregation in worship each week.

Station Location: Worship Center

Reports To: Worship Band Team Lead

TEAM ROLES

The Worship Band is made up of vocalists, electric guitar, acoustic guitar, bass guitar, keyboard, and drums. The more we have in each area, the more bands we can utilize. Those marked with an asterisk* are easily multiplied as we can use more than one person in these roles.

- **Worship Band Team Lead:** This person works closely with the Worship Team Lead in coordinating rehearsals. This person should be able to work with vocals or instrumentals while the Team Lead works with the other.
- **Vocalists*:** We need male and female vocalists to provide vocals for worship songs from lead to harmonies.
- **Guitarists*:** Electric, acoustic, and bass guitarists provide instrumentation for worship.
- **Keyboard*:** Keyboardists provide instrumentation for worship.
- **Percussion*:** Percussionists include those who play drums, cajon, djembe, tambourine, bongos, conga, chimes, etc.

- **Other*:** Just because you don't see flautist, violinist, cellist, or banjo player on the list doesn't mean we don't have a place for you! There is always room for more. Talk with the Team Lead about the instrument you play.

RESPONSIBILITIES OF THE WORSHIP BAND

1. **Arrive On Time.** All Worship Team members should arrive at their scheduled time for a moment of prayer, training, begin set up, and rehearsal. Pray as a group for the services at your arrival time.
2. **Set Up.** Set up should be finished 1 hour and 20 minutes prior to the first worship service start time (e.g 10:00am Worship = 8:40am Rehearsal Time). This will allow sixty minutes for rehearsal & sound checks and twenty minutes for engaging people prior to the service start time.
3. **Rehearsal.** Rehearsal will include a full run-through of the worship set and sound checks on all equipment. Rehearsal should conclude 20 minutes before the service begins and doors will be opened to the Worship Center at that time.
4. **Practice.** Rehearsal and practice are not the same. Worship Team members are expected to practice their skill outside of rehearsal times. They should come fully prepared for a full run-through.
5. **Involvement.** Every Worship Team member must be an active participant in both our worship services and small groups.
6. **Absences.** Always have your responsibilities covered and find a replacement when necessary. Inform your Team Lead at your earliest opportunity when you are unable to fulfill your scheduled commitment.
7. **Accessible.** Worship team members should then make themselves available in the lobby and Worship Center (not on stage). Be visible and don't hide behind closed doors until the worship service begins.

8. **The 2 Minute Rule.** At the 2:00 minute mark on the countdown, all worship team members should get into place for worship.
9. **Worship Leader.** We ask the Worship Team to make sure all equipment is properly taken down and stored and allow the Worship Leader to meet and greet people in the lobby.

Worship Team

Production Crew

OVERVIEW

The primary role of the Production Crew is to operate audio and visual equipment that enhances the worship experience; and to ensure attendees hear the message of the gospel clearly and without distractions.

Station Location: Worship Center

Reports To: Production Crew Team Lead

TEAM ROLES

The Production Crew is made up of camera operators, sound managers, video/computer operators and A/V producer. Those marked with an asterisk* are easily multiplied as we can use more than one person in these roles.

- **Production Crew Team Lead:** This person provides leadership to the entire Production Crew. They manage schedules, recruitment, and operations.
- **Sound Managers*:** Those in this role focus primarily on audio production. They ensure the services are recorded in audio format and given to the Social-Media Specialist for usage.
- **Computer Operators*:** Those in this role focus primarily on the presentation software for lyrics, videos, and on-screen components.
- **Stage Effects Operators*:** Those in this role focus primarily on the stage production (e.g. lighting, fog machines, props, backdrops, and special effects).
- **Camera Operators*:** Those in this role focus primarily on the LIVE on-screen video production.

- **A/V Producer:** This person is responsible for coordinating a quality presentation for both in-person and online-streaming. This will include an eye for camera changes through use of video switchers as well as audio-mixes for both in-person and online presentations.
- **Social-Media Specialist*:** Those in this role take the recordings into post-production and create material for social media outlets: podcasts, video highlights, promotional material, etc.

RESPONSIBILITIES OF THE PRODUCTION CREW

1. **Arrive On Time.** All Worship Team members should arrive at their scheduled time for a moment of prayer, training, begin set up, and rehearsal. Pray as a group for the services at your arrival time.
2. **Set Up.** This team is responsible for the complete set up of all audio-visual equipment for worship services.
3. **Maintain Equipment.** Ensure all equipment is working properly each week, make notes, and inform your Team Lead of any items that need replaced, repaired, or upgraded.
4. **Rehearsals.** All scheduled rehearsals are just as important for the Production Crew as they are the band. Rehearsals are great environments for training new team members.
5. **Know Your Skill.** Be familiar with all equipment to competently operate and train others with professionalism and excellence.
6. **Operation.** This team is responsible for the professional operation of all audio-visual equipment during the worship services.
7. **Stay Focused.** Focus, awareness, and being readily available during sound check, rehearsal, and the service are critically important to ensure professionalism and excellence. The ability to start on time relies heavily on this team.
8. **Involvement.** Every Worship Team member must be an active participant in both our worship services and small groups.

9. **Absences.** Always have your responsibilities covered and find a replacement when necessary. Inform your Team Lead at your earliest opportunity when you are unable to fulfill your scheduled commitment.
10. **Take Down.** This team will shut down and disassemble all equipment. They will ensure the proper storage of all equipment used during the service.

Section 3

SMALL GROUPS:

Serving through Humility

The Small Groups Leadership Team is made up of Coaches, Bible Study Leaders, Apprentices, Hosts, HABITS Champions, Mission Coordinators, Men's Ministry Leaders, Women's Ministry Leaders, and Fellowship Coordinators.

"So, affectionately longing for you, we were well pleased to impart to you not only the gospel of God, but also our own lives, because you had become dear to us."

1 Thessalonians 2:8

Small Group Big Picture

Purpose, Vision, & Values

1. Small Group Purpose.

“Where the gospel meets life.” Small groups are a place for authentic fellowship. Our greatest desire for small groups is that it is a place where believers can connect with one another and form meaningful relationships with other believers.

Small groups are a place for discipleship. Every week we will study and discuss biblical passages. A portion of the small group time will be devoted to the application of biblical truths to our lives.

Small groups are a launching pad for ministry and missions in the church. We desire to see every small group actively involved in ministry and missions.

2. Small Group Vision.

GATHER: We desire to see 80-90% of our Weekend Worship Service attendees connected to the church family through a small group.

GROW: We desire to see small groups and networks of small groups in every community around the larger Lake Norman community.

GO: We desire to see every small group committed to launching new small groups for the purpose of remaining mission-focused and kingdom-minded.

3. Small Group Values.

Grace Point Values are the same for all ministries of the church.

- We value Relational Community.
- We value Transformational Growth.
- We value Sacrificial Living.

Small Group Theme Verse

1 Thessalonians 2:8 CSB

"We care so much for you that we were pleased to share with you not only the gospel of God, but also our own lives, because you had become dear to us."

1. We care so much for you...

Ministry without a pure heart is empty; ministry must be an expression of the love in our hearts for one another.

2. ... that we were pleased ...

There is nothing wrong with feeling good because we are ministering to one another. In fact, we should train ourselves to take joy in serving others.

3. ... to share with you ...

Sharing is exactly what we are doing. We can't force others to take what we have to offer.

4. ... not only the gospel of God, ...

Our shared gift to others is nothing less than the very gospel of God. We have the truth, and we offer the truth to others.

5. ... but also our own lives, ...

We are much more than college professors; we offer more than information. We must make large investments in relationships without worrying about the interest and return.

6. ... because you had become dear...

One of the goals of small groups is for those in your group to become "dear" to you; know also that "becoming" is a long road paved with time.

7. ... to us.

There are no lone rangers in a healthy small group or church. Remember that you are a part of a team; rely on them and be reliable.

Small Group at Grace Point

What Is a Small Group?

1. Small Group Definition.

A small group is an intentional gathering of believers who covenant together to fulfill the Great Commission by living out the gospel in their community.

2. Why a network of small groups?

We operate as a network of small groups because we believe they are a great environment for fellowship, discipleship, ministry, and missions. Functioning as a network allows for large opportunities like major mission projects, large teaching forums, men's ministry, or women's ministry. The small groups that make up the network allow for the intimate interaction of accountability and exercising spiritual gifts. We see the "big" and the "small" environments as complimentary.

3. Who are the small groups for?

Everyone! Small groups are intentionally organized by geography. That means that small groups are a family with a diversity of ages and life stages. Small groups are a place where we learn from one another and share life together. This doesn't mean that we don't have ministries to specific life stages. It means that those ministries flow from the network of small groups.

4. What makes Grace Point small groups different?

Some churches offer small groups as one of the many ministries of the church's programs. We might say they are a church *with* small groups. In contrast, Grace Point small groups are not just what we do, they are who we are. We might say we are a

church of small groups. We desire for the ministry of our church to flow through and from our small groups.

5. What is a “Small Group Leader”?

An SG Leader is what we call the person who facilitates and shepherds the small group.

6. What is a “Small Group Coach”?

A “coach” is what we call the overseer of a network of small groups.

7. What is the typical format of a small group?

Every small group is different. The most common structure is sharing a meal, Bible study, and doing mission together.

8. Why should I join a small group?

At Grace Point, we consider membership being part of a small group. Small groups are where we share life together on mission. The Bible doesn't say the church is like a family, it says the church IS a family. In our world, clubs and crowds are everywhere you look. Superficial friendships, casual interactions, and godless values make up the dominant colors of the tapestry of our culture. The Church is called to be different and marked by powerful, authentic, and Christ-centered community. We seek to create the “pockets of community” through small groups. Here are some of the benefits of being involved in a small group:

- You will be known and accepted.
- You can be discuss important life issues.
- You can be accountable to a spiritual mentor and challenged to grow spiritually.
- You can get personalized applications of biblical truths and find real help for the real problems you face.

9. Do all small groups study the same thing?

Nope. It is up to each small group to decide what to study. We have a catalog of recommended studies. There are times we want the entire church to be on the same page and all small groups will be using the same material.

10. Can I just show up?

Most people are not typically comfortable attending a small group “cold,” so we do our best to put you in touch with someone in the small group (typically the SG Leader) before you go. That way you can get more details about what to expect and “know” at least one person.

11. Do you have small groups for single people?

We do not have demographic small groups. You will find people from all stages of life within the small groups. The purpose of a small group is to grow together and be on mission with people in your community. Your network of small groups can organize opportunities around specific demographics.

12. Where do small groups meet?

Small groups can meet anywhere! They may meet in someone’s home, coffee shops, or the YMCA. Since we (the people) are the church, the building does not really matter.

13. Is childcare provided?

Grace Point as the “mothership” does not provide childcare. It is up to each small group to decide. Some small groups may choose to have a lesson for the children in a separate room and some may choose to include the children in the content time with the adults. Since children are part of the family, we encourage their inclusion at some level.

14. Can I switch small groups?

Yes, but don't give up too quickly. Our recommendation is to attend at least three weeks before moving to a different small group. There is a good chance the first week will be awkward. That is what happens when you put a group of people together from all walks of life and tell them to love each other. Keep in mind there is no perfect small group! Talk with one of the leaders at the Connection Point to switch small groups.

15. Can I join a small group in a different area than where I live?

The goal is for everyone to attend the small group closest to their home. We understand this is not always realistic. For example, there may not be one in your neighborhood or the small group closest to you may meet on Wednesdays and you are only available on Thursday. The most important thing is that you get plugged in to one! Being in a small group close to your home allows you to be "on mission" for Christ in your community with others from your community.

16. How do I get into a small group?

If you have a friend or family member who is in a small group, attending theirs is always a great start! On the home page of our Web App, click the "Sign Up" icon. Or just visit one of the leaders at the Connection Point on Sunday.

17. How can I volunteer to serve in a small group?

The leadership ranges from coaches, leaders, hosts, apprentices, and so forth. From the Small Groups page of our Web App, select "Small Group Resources" and "Leadership Information." Or just visit one of the leaders at the Connection Point on Sunday.

18. Why won't you just send me a list of all the small groups?

There are a number of reasons, including the following.

- To avoid approaching small groups from a consumerist perspective.
- To make personal connections and put you in touch with an SG Leader before attending.
- To protect the privacy of our host homes.
- To protect our SG Leaders. It can be very discouraging to our leaders, who are there to help facilitate and lead deep community, to continually have new faces every week that are never seen again.

19. What else do you have other than small groups?

Small groups are really who we are. We do have program-based ministries for children and students through high school, but that is the majority of our programs. We do not have typical age-graded Sunday school classes. At the end of the day, ministry at Grace Point just looks different. We seek to give as much ministry as possible to the non-paid, everyday Christ-follower because we know that we are all ministers of the Gospel under the true head of the church, Jesus.

20. Still have questions?

If you still have questions about small groups, you can contact us through the Web App. You can also talk with one of our leaders at the Connection Point on Sunday.

Small Group Snapshot

What Are the Components of a Small Group?

1. Pre-Meeting Preparations. (Host)

Small Group Host: Make sure the temperature is set around 70 degrees, pets are put away, and refreshments are ready.

2. Refreshments. (Refreshments Coordinator & Others)

Find some time during your gathering for refreshments. This could be before, during, or after.

3. Leadership Arrives. (SG Leader, Apprentice, & Host)

The SG Leader and Apprentice(s) should arrive no later than 15 minutes before the scheduled time for their small group. Use this time to greet others as they arrive.

4. Welcome & Prayer. (SG Leader & Apprentice)

The Apprentice introduces guests to the group and someone opens the group in prayer.

5. Topic-Teaser. (SG Leader, Apprentice, or Other)

The Apprentice leads some type of ice-breaker/topic teaser for the group. The topic teaser should encourage discussion and introduce the topic to be discussed during Bible study.

6. Bible Study. (SG Leader – primary, Apprentice - monthly)

This is where you actually get to the curriculum aspects of your small group. Don't rush through the study and don't be afraid of silence. If you ask a question, allow enough time for others to think and consider their answers before moving too quickly. Men and women may choose to form separate breakout groups for accountability and deeper relationship building.

7. Spiritual HABITS. (SG Leader, Apprentice, or HABITS Champion)

Devote intentional time for encouraging others. This is a great opportunity to ask how others is doing in developing Spiritual HABITS. What challenges are they facing? How can you pray for them?

8. Missions Project Update. (Missions Coordinator or Other)

Take some time to discuss your current mission project.

9. Prayer Requests and Dismiss. (SG Leader or Prayer Warrior)

Near the end of your meeting take time to hear prayer requests from your small group. Close in prayer and dismiss. Once you dismiss, make sure that you stick around for a moment in case someone wants to speak with you.

Small Group Leadership

Small Group Coach

OVERVIEW

Small Group Coaches oversee a regional network of SG Leaders (those who lead the small groups).

Networks:

Network 1: Mooresville, Statesville, & Troutman

Network 2: Sherrills Ford, Denver, & Stanley

Network 3: Huntersville, Cornelius, & Davidson.

Reports To: Associate Pastor

RESPONSIBILITIES OF THE SMALL GROUP COACH

1. **Huddle:** Meet monthly with all SG Leaders in your network to pray, train, & equip. These are usually brief meetings (10 minutes) that can take place before or after worship services.
2. **Visit the Group:** Visit each small group at least twice each year to affirm the leader and the group.
3. **One-On-One:** Make one on one contact with each SG Leader on a regular basis (e.g. phone calls, lunch meetings, etc.). This is an opportunity to “shepherd your shepherds.” Here are some questions you can ask...
 1. I've been praying for you; is there something specific I can be praying about?
 2. How is your spiritual life right now? Prayer time? Time alone with God? Are you on an upswing or downswing?
 3. How do you feel about your ministry right now?
 - a. Are you enjoying your ministry?
 - b. What do you like most? What do you like least?
 - c. What's the hardest aspect for you about being an SG Leader?
 4. What's God doing in your life right now?
 5. Tell me about your small group.

- a. Are you having any difficulties?
 - b. How are they responding to the lessons?
 - c. What are some of their struggles?
 - d. Do you feel like you're connecting with others in your small group?
 - e. Have you seen anyone in your group outside of your small group setting? (e.g. Did you visit them in the hospital? Take them out to lunch?)
 - f. Are you comfortable leading your group?
6. Tell me about your apprentice(s).
- a. Have you spent time training him/her?
 - b. Do you feel they are ready to lead a small group?
 - c. How soon do you anticipate launching?
7. How can I help you? Is there an area where you are struggling?
8. Tell me about the people in your small group; how are they doing?
4. **Celebration Sundays:** SG Coaches should always be looking for opportunities to celebrate the launch of new small groups, mission projects, Disciple-Maker milestones, spiritual growth milestones, etc.
5. **Networking:** Work with leaders from your SGs to coordinate regional and church-wide events (e.g. Men's Ministry, Women's Ministry, Missions, and Fellowship Coordinators).

Small Group Leadership

Small Group Leader

OVERVIEW

The Small Group Leader provides personal leadership to their group in four major areas.

Reports To: Small Group Coach

RESPONSIBILITIES OF THE SMALL GROUP LEADER

1. Study (Be Committed):

"Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly" James 3:1.

Prepare for the lesson and facilitate the discussion. Your task is not to be taken lightly. As a mature believer, you have within you the ability to communicate God's truth. Be committed with your diligence to prepare for your small group time. Follow up on important issues. Be the leader God created you to be.

2. Recruit & Launch (Think Multiplication):

"And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also" 2 Timothy 2:2.

Select at least one apprentice and possibly two apprentices to train and give opportunities to lead. Guide the group toward reproduction of another small group. The ultimate goal of your investment in the lives of your small group is to encourage them to grow closer to God. Help them mature in intimacy with God and the knowledge of the truth. Pray for your small group and their maturity to think toward multiplication.

3. Disciple Others (Make Connections):

"We care so much for you that we were pleased to share with you not only the gospel of God, but also our own lives, because you had become dear to us" 1 Thessalonians 2:8.

Shepherd your small group by helping them develop Spiritual HABITS, care for them in times of need, and help them with movement in spiritual growth (see HABITS Champion section). Help them become a Disciple-Maker and use the Life Change resource. Superficial community exists at nearly every level of our lives, and we often settle for less and miss out on powerful relationships. Your small group should be a place where people feel the freedom to be real and take risks in sharing their struggles. The first step to creating this environment should be taken by the leaders.

4. Be Discipled (Display Authenticity):

"Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God" Colossians 3:14.

Meet with your Coach on a regular basis and attend Huddle meetings for prayer, training, and equipping. Don't seek to offer something to your small group that you don't have. Maintain a vibrant relationship with Christ. Make filling yourself up with God's Word your first priority, and then passing that along to others will require less effort as you'll be offering directly from your heart. Be regularly concerned about your spiritual health.

Small Group Leadership

Small Group Apprentice

OVERVIEW

The Small Group Apprentice is being prepared for the role of SG Leader. It is the understanding and goal that they will launch their own small group and develop their own apprentice(s). There are six primary roles of the Apprentice.

Reports To: Small Group Leader

RESPONSIBILITIES OF THE SMALL GROUP APPRENTICE

1. **Attendance:** The Apprentice takes attendance and send reports to the Coach and the SG Leader.
2. **First-Time Guest Strategy:** The Apprentice identifies, welcomes, and introduces guests. If you have a first-time guest, please make sure that you get their full contact information (e.g. mailing address, e-mail address, phone numbers). Share that contact information with your coach. It's important that we have adequate information for follow-up purposes. Don't assume we already have it.

Please make contact with them as soon as possible after your group has met. Let them know that we appreciate them attending and we hope to see them again. If they do not return after 3 weeks, contact them again and let them know you've been praying for them and they're always welcome to attend your small group.

3. **The 3-Week Strategy:** Small groups are the #1 venue for developing community and making sure people feel connected. For this reason, it's extremely important that we have a strategy for making sure that no one "falls through the cracks."

It's understandable when someone misses a week or two of small groups due to busy schedules. However, if someone misses three consecutive weeks, we want to make sure the SG Leader contacts them. It's important to follow-up with them even if we already know why they have missed the three weeks. Three consecutive absences are usually an indication that something is going on in their life and we should be pro-active in ministering to their needs.

For this reason, the Apprentice should watch closely for absentees. Because of the purpose and high value of small groups, this may be the most important thing you can do for a person who is struggling to connect. Please don't assume that an e-mail is sufficient. If anyone misses a 4th week, please make sure that a personal phone call is made.

4. **Ice-Breaker:** The Apprentice opens the group with an ice-breaker or topic-teaser.
5. **Study:** The Apprentice will lead the discussion/teaching time once a month.
6. **Refreshments:** If your small group does not have a Refreshments Coordinator, the Apprentice will ensure a refreshment schedule is developed.
7. **Missions:** If your small group does not have a Missions Coordinator, the Apprentice will lead the group in developing a group mission project.

Small Group Leadership

Small Group Host

OVERVIEW

The Small Group Host is concerned with creating a welcoming environment. There are five roles of the Host.

Reports To: Small Group Leader

RESPONSIBILITIES OF THE SMALL GROUP HOST

1. **Location:** Provide location for the small group to meet.
2. **Greeting:** Arrive early and greets everyone as they arrive.
3. **Refreshments:** Set up refreshments before the meeting time.
4. **Seating:** Arrange the chairs for best group interaction.
5. **Comfort:** Set the temperature around 70 degrees and makes sure pets are put away.

Small Group Leadership

HABITS Champion

OVERVIEW

The HABITS Champion is primarily concerned with helping people in their small group have the resources necessary for personal spiritual growth. Each small group should identify a HABITS Champion. HABITS Champions also make good Resource Specialists at weekend worship services.

Reports To: Small Group Leader

RESPONSIBILITIES OF THE HABITS CHAMPION

1. **Hang Time:** Help the small group with devotional and prayer resources.
2. **Accountability:** Help with prayer partners and accountability groups.
3. **Bible Memorization:** Provide Scripture Memory & Study Resources.
4. **Involvement in Ministry & Missions:** Assist people who are ready to begin serving by encouraging them to take GU 103 and then working through this book to find their ministry in the church. Serve as a Ministry Guide to those who are taking GU 103 and looking for a place to serve in ministry.
5. **Tithing Commitment:** Provide the Stewardship Challenge & Resources.
6. **Sermon Application:** Personal application of messages.
7. **Curriculum:** Know what curriculum choices are available for your small group. Make sure 40 Days curriculum is distributed each fall.

8. **Resource Specialist:** Consider serving as a Resource Specialist at our weekend worship services and assist people in discovering the resources available for their spiritual growth.
9. **Movement:** As a HABITS Champion, you are helping others mature in their faith. There are two things that you can look for in helping others mature: fruitfulness and movement. Spiritual growth is a process that requires movement. Within the context of your small group, we want to be continually challenging attendees to take the next step in their faith. Keep your SG Leader informed as to which step members of your small group are.

Step 1: Worship (Weekend Worship Services)

Our worship services are often the first point of contact for first time guests.

Step 2: Fellowship (Small Group)

Our small groups are where people begin to feel connected to the church family, develop relationships, and commit to growing in their faith. Help members develop their Spiritual HABITS profile through the church's web-app.

Step 3: Discipleship (Personal Spiritual Growth)

Spiritual HABITS are disciplines that you develop at your own pace. You should be able to explain the Spiritual HABITS, help small group attendees develop these disciplines, and answer their questions about spiritual growth.

Step 4: Ministry (A Ministry in the Church)

One of the greatest roles of a HABITS Champion is to challenge others to get involved in ministry. Every person should have a ministry in the church. You should know who is serving, where they are serving, and help them find a place to serve.

Step 5: Missions (A Mission in the World)

We want to encourage each small group to give leadership to missions. Through small groups, we can mobilize 100% of our church congregation in missions. Every person should have a mission in the world. You should know what missions opportunities are available and know how to help get people engaged in missional living.

Small Group Leadership

Missions Coordinator

OVERVIEW

The Mission Coordinator will coordinate projects for the small group and will also network with the other Missions Coordinators to facilitate regional and church-wide missional emphases. Each small group should identify a Missions Coordinator.

Reports To: Small Group Leader

RESPONSIBILITIES OF THE MISSIONS COORDINATOR

1. **Missional Focus:** Each small group should have a missional focus. We believe that each small group should be empowered with the freedom to plan and implement a missional effort about which they can be excited and passionate.
2. **Missional Accountability:** The small group environment provides accountability to accomplish missional goals. The group provides support and accountability for individuals as they identify specific individuals with whom they are witnessing. The group also provides support and accountability as together they live out the mission of God to the people they have been called.
3. **Missions Ideas:** When praying about specific mission projects, each small group should consider ways they can build relationships and develop an on-going missional effort. Here are just a few ideas...
 - a. Adopt a nursing home.
 - b. Adopt a local school and coordinate an appreciation dinner.
 - c. Take baby baskets for new mothers to a local hospital with invitation to our church.

- d. Offer free oil change and basic car maintenance for people in the community once a month.
- e. Welcome baskets for new residents.
- f. Take appreciation baskets to local police, firefighters, emergency personnel, etc.
- g. Host a block party for your neighborhood.

Small Group Leadership

Men's & Women's Ministry Coordinators

OVERVIEW

Our Men's and Women's Ministries flow from our small groups. The Men's & Women's Ministry Coordinators will network with other Men's & Women's Ministry Coordinators of other small groups to facilitate regional and church-wide forums. Each small group selects one man and one woman to serve as coordinators.

Reports To: Small Group Leader

RESPONSIBILITIES OF THE MEN'S & WOMEN'S COORDINATORS

- 1. Regional Forums:** There is a need for women's events and Bible studies. Likewise, the same is true for men. These coordinators work with the coordinators from other small groups for events and activities that are better for a larger audience than an individual small group.
- 2. Church-Wide Forums:** Some ideas are so good they need to be shared with everyone. Coordinators will work with their Small Group Coach in creating Church-Wide Forums for Men's Ministry or Women's Ministry.

Small Group Leadership

Fellowship Coordinator

OVERVIEW

The Fellowship Coordinator will coordinate fellowships for their small group and will also network with the other Fellowship Coordinators to facilitate regional and church-wide fellowship opportunities.

Reports To: Small Group Leader

RESPONSIBILITIES OF THE FELLOWSHIP COORDINATOR

1. **Small Group Fellowships:** Facilitates fellowships for their small group.
2. **Regional Fellowships:** Networks with other SG Fellowship Coordinators in developing larger fellowships.
3. **Church-Wide Fellowships:** Networks to implement church-wide fellowships in cooperation with all small groups.

Small Group Leadership

Additional SG Leadership Opportunities

OVERVIEW

The small group environment is the launching pad for ministry and missions at Grace Point. It ensures that our church does not operate with 20% of the people doing 80% of the work. Here are some additional ideas for members of your small group.

Reports To: Small Group Leader

ADDITIONAL SG LEADERSHIP OPPORTUNITIES

1. **Prayer Warrior:** Keeps track of prayer requests.
2. **Refreshments Coordinator:** Develops a schedule of who is bringing snacks to small group.
3. **Childcare Coordinator:** Develops a rotating schedule for who can watch the children during small group.
4. **Card Coordinator:** Sends out cards to small group (we miss you, get well, don't forget, etc.).
5. **Celebrate Recovery Coordinator:** Provides resources and encouragement to those in the small group struggling with hurts, habits, and hang-ups. Works with CR Coordinators from other small groups.
6. **Worship Leader:** Leads the small group in worship songs.
7. **Social Media Coordinator:** Facilitates social media for the small group.

Section 4

KIDS POINT: Serving through Training Children

The Kids Point Leadership Team is made up of similar roles as identified in previous sections (i.e. Connection Point, Worship Team, & Small Groups). However, these roles are in the environments developed for nursery, preschool, and elementary age children.

The Family Pastor gives oversight and leadership to the Kids Point Ministry.

"Train up a child in the way he should go,
and when he is old he will not depart from it."

Proverbs 22:6

"And Jesus increased in wisdom and stature,
and in favor with God and men."

Luke 2:52

Kids Point Team

Nursery, Preschool, & Elementary Workers

OVERVIEW

The primary role of the Kids Point Team is to provide quality care for children in an environment where they can learn age-appropriate biblical truths.

Serving as part of the Kids Point Team requires an application process that involves a background check and character references. Because we place high value on families and children, we place high value on those who serve in this area. Please visit our web-app at www.GracePointLKN.com and select the “KIDS POINT” icon to apply to serve in Kids Point. You will need to complete the 3-Step application process to serve in this ministry.

Station Location: Kids Point Wing (Vision: Kids Point Building)

Reports To: Kids Point Team Lead

A Word from Pastor Chris

Dear Potential Children's Ministry Worker,

Whether you are a current KidMin worker or just exploring the possibility of serving in Kids Point, let me express my sincere appreciation for those who value children. I believe the partnership our church develops with families and children is mission critical.

Our church will always be in search for adult leaders to serve on our Kids Point Team. We believe that solid ministry is built on healthy relationships with parents, children, and our adult leaders. Relationships are the key to children feeling loved and understanding God's love in practical ways. This is when real spiritual growth takes place in a child's life.

The quality of our adult leadership team is very important. We are looking for men and women who have a commitment to Christ and a desire to care for children. With the aid of prayer and consideration, we ask that you fill out the application form through our church web-app at www.GracePointLKN.com. Because we place great value on families and children, we place great value on our adult leadership team.

Kids Point is a great way to invest your time and serve the Lord! Our Kids Point Team is looking forward to meeting with you and spending some time talking about your hopes and desires for ministry.

Celebrating families,

Pastor Chris

What Children Need from Caring Adults

A study revealed... "one-third of teens and twenty percent of younger children do not have quality relationships with their parents. More than fifty-five percent of adolescents and forty percent of younger children do not have caring adults in their homes, schools, and communities."

That's why we believe that every child and teenager needs at least five godly adults outside of their family to invest in them. It is our hope that when a child or teenager who attends our church is asked, "Who are the most influential people in your life?" they will identify at least three of those top five from within our church family. We hope you will prayerfully consider how you can prevent the statistic mentioned above from being said of the children in our church and community.

Children need adults who will...

- Love God and live for Him
- Encourage them
- Pray with and for them
- Be patient with them
- Be interested in their lives
- Laugh with them
- Be dependable and consistent
- Care for them

ROLES

Through the online Kids Point application, you can identify which areas you are most interested in serving.

- **Kids Point Team Lead:** This person provides leadership to the entire Kids Point Team. They manage schedules, curriculum, and Kids Point activities. They supervise training, recruitment, setup, and teardown. Choose this option if you would like to be trained for this role.
- **Small Group Environments:** Choose this option if you prefer to work in small groups with children. For example, you would prefer to sit with a small number of children and teach a Bible lesson.
- **Large Group Environments:** Choose this option if you prefer to work in large groups with children. For example, you would prefer to be in front of a large group leading songs, doing hand motions, and you might enjoy teaching to a larger group of children.
- **Tech Needs:** Choose this option if you prefer to do some of the “behind the scenes” and techie needs for Kids Point.
- **Family Events Volunteer:** Choose this option if you enjoy Kids Point events such as road trips, movie nights, or other family fun activities.
- **Kids Camp Volunteer:** Choose this option if you would like to serve during our weeklong Kids Camp!
- **Nursery:** Choose this option if you would like to work with this age group.
- **Preschool:** Choose this option if you would like to work with this age group.
- **Elementary:** Choose this option if you would like to work with this age group.

RESPONSIBILITIES OF THE KIDS POINT TEAM

The Kids Point Team has a Policy & Procedures Manual that outlines our practices concerning volunteer guidelines, safety & security procedures, cleaning practices, and health & wellness concerns. Visit the web-app at www.GracePointLKN.com and select the "KIDS POINT" icon to view this manual.

Section 5

STUDENT POINT: Serving through Disciple-Making

The Student Point Leadership Team is made up of the same roles as identified in previous sections (i.e. Connection Point, Worship Team, & Small Groups). However, these roles are in the environments developed for middle school and high school students.

The Student Pastor gives oversight and leadership to the Student Point Ministry.

"Show yourself in all respects to be a model of good works, and in your teaching show integrity, dignity, and sound speech that cannot be condemned."

Titus 2:7-8a ESV

Student Point Team

Middle School Ministry & High School Ministry

OVERVIEW

The primary role of the Student Point Team is to provide a quality ministry environment where students will learn biblical truths, build solid Christian friendships, serve the needs of others, live on mission, and glorify God in all they do.

Serving as part of the Student Point Team requires an application process that involves a background check and character references. Because we place high value on families and students, we place high value on those who serve in this area. Please visit our web-app at www.GracePointLKN.com and select the "STUDENT POINT" icon to apply to serve in Student Point. You will need to complete the 3-Step application process to serve in this ministry.

Station Location: Student Area (Vision: Student Center)

Reports To: Student Point Team Lead

ROLES

Through the online Student Point application process, you can identify which areas you are most interested in serving.

- **Student Point Team Lead:** This person provides leadership to the entire Student Point Team. They manage schedules, curriculum, and Student Point activities. They supervise training, recruitment, setup, and teardown. Choose this option if you would like to be trained for this role.

- **Small Group Environments:** Choose this option on your online application if you prefer to work in Student Ministry Small Groups.
- **Large Group Environments:** Choose this option on your online application if you prefer to work in our Student Ministry large group gatherings.
- **Tech Needs:** Choose this option on your online application if you prefer to do some of the “behind the scenes” and techie needs for Student Point.
- **Student Events Volunteer:** Choose this option on your online application if you enjoy StuMin events such as road trips, theme nights, or other student activities.
- **Student Camp Volunteer:** Choose this option on your online application if you would like to serve during our weeklong Student Camp!
- **Middle School:** Choose this option on your online application if you would like to work with this age group.
- **High School:** Choose this option on your online application if you would like to work with this age group.

Section 6

MINISTRY JOURNAL:

Serving through Learning

The final section is for your use. We believe that strong leaders are learners. So, you can use this space to write down the things you are learning about your specific ministry. You may want to write down things that you think are important as you train others for ministry. You can use this space to journal about your ministry experience, take notes at team meetings, or draw some epic doodles.

It's your journal.

"And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also."
2 Timothy 2:2

JOURNAL:

JOURNAL:

JOURNAL:

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40-Day Spiritual Growth Campaigns

These 6 church-wide spiritual growth campaigns are designed to correspond with one of the six Spiritual HABITS.



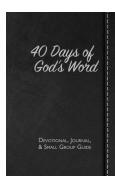
40 Days of Prayer

"40 Days of Prayer" is a 40-day study of the Lord's Model Prayer (i.e. Matthew 6:8-13).



40 Days of Love

"40 Days of Love" is a 40-day study of 1 Corinthians 13.



40 Days of God's Word

"40 Days of God's Word" is a 40-day study of Psalm 119.



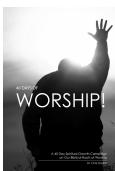
40 Days of Missional Living

"40 Days of Missional Living" is a 40-day study of the Great Commission.



40 Days of Stewardship

"40 Days of Stewardship" is a 40-day study on the discipline of tithing and stewardship.



40 Days of Worship

"40 Days of Worship" is a 40-day study on worship.

Other Books In This Series



LIFE CHANGE:

The Grace Point Map to Discipleship

This book is designed to help believers begin their spiritual growth journey.



LEADERSHIP TEAM:

The Grace Point Map to Servanthood

This book is designed as a follow-up companion to GU 103 as they discern their ministry in the church.